

DIVISION OF WORKFORCE DEVELOPMENT EMPLOYMENT AND TRAINING PROGRAMS

The following is a list of employment and employment training programs administered by the Departments of Economic Development and Labor and Industrial Relations that are proposed to be consolidated into the new Division of Workforce Development and provided locally through the One-Stop Career Centers.

The following employment and training programs are currently administered by the Department of Labor and Industrial Relations' Division of Employment Security. The bolded programs are services that the Divisions of Employment Security and Job Development and Training provide to customers with differing responsibilities.

1. ALIEN LABOR CERTIFICATION

Provides assistance to the U.S. Department of Labor to determine the availability of U.S. workers and the potential adverse effect and working conditions that the admission of alien workers might have on similarly employed U.S. workers.

2. APPRENTICESHIP INFORMATION CENTER (AIC) PROGRAM

The Apprenticeship Information Centers in Kansas City and St. Louis provide increased awareness of apprenticeship opportunities, particularly for females and minorities. Through linkages with labor organizations, community based organizations, the Missouri Women's Council and the Bureau of Apprenticeship, the Centers provide additional selection and referral services to all Missourians seeking training opportunities through established apprenticeship programs. The federal and state emphasis on school-to-work transition has been an important factor in re-establishing the Apprenticeship Information Centers.

3. AREA VOCATIONAL TECHNICAL SCHOOL IN-SCHOOL PLACEMENT

Provides a full range of placement services and job seeking skills for students enrolled in 26 vocational technical schools and colleges in Missouri. Employment Service placement employees are stationed at the schools, and link students with opportunities listed in the statewide computerized job bank. Additionally, students are provided pre-employment and work-maturity skills training in classroom groups and one-on-one sessions.

4. CARING COMMUNITIES

Builds creative partnerships to strengthen families, schools, and communities. Five state agencies joined this effort to keep parents working by cutting red tape to make services more convenient and less confusing.

5. DISABLED VETERANS OUTREACH PROGRAM (DVOP)

Provides personal outreach to veterans inside and outside the Employment Service office.

6. EMPLOYMENT COUNSELING

Counselors aid individuals in evaluating their interest, values, and abilities as they relate to the workforce. Aptitude testing, labor market information, and opportunities for training and education may be explored. When the individual's job barrier(s) are sufficiently reduced, referral to employment opportunities made both by advocacy and job development or assisted self referral.

7. ES WORKER PROFILING PROGRAM

The Missouri Worker Profiling and Re-Employment Services System is designed to identify and assist workers who have filed a claim for unemployment benefits and are most likely to exhaust their claim and remain unemployed. The employment counselors and other employment service providers make available their re-employment expertise to assist the selected individuals in returning to work more quickly.

8. EXPERIENCED WORKER PROGRAM, TITLE IIA, JOB TRAINING PARTNERSHIP ACT

Provides the full range of employment services to customers 55 years of age or older who meet the economic criteria of Job Training Partnership Act Title II programs. This target group receives special services by request, referral from employees and community service organizations, and recruitment from television, newspaper and other advertising. The older workers needs are assessed and an Individual Re-Employment Plan is developed. This employment plan includes options of training, retraining, or education as needed to place the customer in employment and allow them to maintain their independence.

9. FEDERAL BONDING PROGRAM

Provides bonding insurance coverage, sometimes called dishonesty bonding to ex-offenders and other high risk job applicants who are qualified but fail to get jobs because regular commercial bonding is denied due to their backgrounds. This program will cease to exist on December 31, 1998, and will not be considered as part of the consolidation.

10. FUTURES AND TEMPORARY ASSISTANCE PROGRAM

This service is an agreement between the Divisions of Employment Security and Family Services to operate job preparation, job placement, and job development training activities for Temporary Assistance applicants / recipients and Parents Fair Share participants.

11. JOBS CORPS

Offers vocational, academic, and social skill training for disadvantaged youth between the ages of 16 and 25. Job Corps Centers also provide students with meals, cash allowances, medical care, social and recreational programs, and dormitories.

12. JOB SERVICE (WAGNER-PEYSER) PLACEMENT PROGRAM (PUBLIC LABOR EXCHANGE)

Job seekers register for employment services and employers are provided with information about qualified applicants. Four regional job banks make job orders available to employees of any local office who has authorized access.

13. JOB TRAINING PARTNERSHIP ACT TITLE III WORKER RE-ENTRY AND EMPLOYMENT SERVICE TECHNICIAN OUTREACH PROGRAM

Offers assistance in evaluating the skills of workers who have lost their jobs because a company has closed, moved out of the area, or made major cutbacks. The Program explores training in new vocational fields where the workers abilities can be utilized, improves job seeking skills, and prepares an individual assessment plan setting down the steps for assisting the individuals in obtaining their goals.

14. LOCAL VETERANS EMPLOYMENT PROGRAM (LVER)

Provides personal services exclusively to veterans for assistance with re-employment and employment training opportunities.

15. MIGRANT SEASONAL FARM WORKER HOUSING INSPECTION

This program requires employment service staff to inspect and approve migrant seasonal farm worker housing provided by the employer. This has to do with agricultural service placements.

16. MIGRANT SEASONAL FARM WORKER PROGRAM

This program offers migrant and seasonal farm workers the full range of employment services, benefits, and protections including the full range of counseling, testing, and job and training referral services as are provided to non-migrant and seasonal farm workers. In providing such services, the state agency considers and is sensitive to the preferences, needs, and skills of individual migrant and seasonal farm workers and the availability of job and training opportunities.

17. MISSOURI EMPLOYMENT TRAINING PROGRAM

This service is an agreement with Division Family Services to provide job search training services for food stamp work registrants participating in the Division of Family Services' Missouri Employment and Training Program, and who reside in selected counties in Missouri.

18. NORTH AMERICAN FREE TRADE AGREEMENT (NAFTA)

Assists workers, who become unemployed as a result of increased imports, to return to suitable employment by providing re-employment services and weekly allowance for eligible individuals.

19. PATH (PLACEMENT ASSISTANCE TO THE HANDICAPPED) / DEAN (DISABILITY EMPLOYMENT AWARENESS NETWORK)

Coordinated services of agencies and programs, which provide training and employment opportunities to individuals with disabilities.

20. PROBATION AND PAROLE PLACEMENT PROGRAM

Provides intensive vocational counseling, job-seeking/job-keeping skills workshop training, placement, and follow-up services for individual ex-offenders currently on probation or parole.

21. PUBLIC LABOR EXCHANGE - INTERNET VERSION - **MISSOURI WORKS!**

Offers labor market information, employment and training services for job seekers, employers, and service providers through the Internet.

22. RAPID RESPONSE PROGRAM, TITLE III, JOB TRAINING PARTNERSHIP ACT

The Rapid Response Program offers immediate assistance to those persons associated with plant closings or mass layoffs. The Division of Employment Security is responsible for providing information regarding unemployment insurance labor exchange and job search assistance to those affected by the workforce reduction. As dictated by the reasons for the closings or mass layoffs, representatives from the Division of Employment Security may also provide information regarding Trade Readjustment Act or North American Free Trade Agreement.

23. SCHOOL-TO-WORK PROGRAM

School-to-work is a federally funded initiative designed to better prepare all youth to enter the workforce by linking students and the education process more closely. Missouri was awarded a five-year federal grant in 1996, to provide seed funding at the regional and local level to implement specific activities, such as job shadowing, mentoring, and apprenticeships, designed to assist in meeting the workforce needs of the local area. Program emphasis involves education, parents, students, business, labor, state agencies, and other interested parties. The System provides statewide framework but depends on community based grassroots efforts to increase students' awareness of workplace opportunities and training for the skills they need to successfully pursue their career goals.

24. TRADE ADJUSTMENT ASSISTANCE / TITLE III JOB TRAINING PARTNERSHIP ACT DUAL ENROLLMENT PROGRAM

Assists unemployed workers eligible for Trade Adjustment Assistance or North American Free Trade Agreement and Title III programs. The Trade Adjustment Assistance and Title III training providers assist each other with minimizing service duplications and provide employment training assistance and other assistance related to training such as payment for fees, books, and miscellaneous tools, as appropriate for the benefit of the individual. There is much cooperation and exchange of information between the Worker Re-Entry Program, Trade Readjustment Act, and North American Free Trade Agreement. Assessment information, tuition, transportation are evaluated by the agencies involved to determine that individuals are in the most appropriate program for their specific needs.

25. TRADE ADJUSTMENT ASSISTANCE

Through provisions of the North American Free Trade Act of 1974, a variety of re-employment services are available to trade affected workers who have lost their jobs due to imports or a shift in production to Canada or Mexico. The workers may receive vocational counseling, assessment, job placement assistance, classroom skill training, remedial education, on-the-job training, and relocation assistance. The affected workers may also get Trade Readjustment Allowances after exhausting their unemployment insurance benefits.

After assessment, workers needing retraining have tuition, books, and supplies paid with Trade Adjustment Assistance or North American Free Trade Agreement-Transitional Adjustment Assistance funds. Other workers may participate in on-the-job training. In this case, the employer is reimbursed a portion of the workers' wages to compensate for training expenses incurred by hiring the trade affected worker.

The foreign trade related programs further assist workers by helping defray costs necessary to interview for suitable work outside the normal commuting area. Workers may be reimbursed for some moving expenses when relocation is necessary to accept suitable employment.

26. UNEMPLOYMENT INSURANCE SHARED WORK PROGRAM

This is an unemployment insurance program that provides employers an alternative to laying off employees. Employees who share the work under an approved Shared Work Plan may collect a percentage of regular unemployment insurance benefits to compensate for reduced wages. Benefits paid under this program are charged to the participating employer's unemployment insurance account.

27. UNEMPLOYMENT INSURANCE WORKER PROFILING PROGRAM

The Unemployment Insurance Program builds the model to select and make Missouri claimants available for selection by Public Labor Exchange (Job Service) staff and Job Training Partnership Act contract operators. The Missouri Worker Profiling and Re-employment Services System is designed to identify and assist workers who have filed a claim for unemployment benefits and are most likely to exhaust their claim and remain unemployed.

28. WAGNER-PEYSER 10% DISCRETIONARY PROJECTS

AREA VOCATIONAL-TECHNICAL SCHOOL-TO-CAREER PLACEMENT PROGRAM

This funding supports school-to-career placement at area vocation-technical schools (AVTS) and Apprenticeship Information Centers (AIC) also supports statewide planning, statewide labor / management relations, and the workforce linkage project.

29. WORKFORCE LINKAGE PROJECT

This pilot project will provide job seeking and job retention skills training to any job seeker. The curriculum is designed modular in nature so as to be flexible to local needs. For instance, some job seekers may need assistance only in resume preparation or interviewing skills, while others may need a more comprehensive program focusing on job keeping and retention skills. This new program is an important link to the State's school-to-work and welfare-to-work programs and has direct involvement and input from employers as to its design, development and implementation. Pilot locations are Camdenton, Cape Girardeau, Park Hills, Poplar Bluff, Sikeston, St. Louis South City, West Plains, and St. Joseph. This program is new for Program Year 1998.

30. WORK OPPORTUNITY TAX CREDIT PROGRAM

Provides employers a maximum tax credit of \$2,400 for each employee hired through the Work Opportunity Tax Credit program. It is designed to help individuals from certain groups who have consistently had the most difficulty in securing employment. A qualified summer youth may yield an employer up to \$1,200 in tax credits.

31. WORK OPPORTUNITY AND WELFARE-TO-WORK TAX CREDIT PROGRAM

The welfare-to-work tax credit allows an employer to claim a tax credit of up to \$8,500 for each long-term family assistance recipient target group member they hire.

The following employment and training programs are currently being administered by the Department of Economic Development's Division of Job Development and Training. The bolded programs are services that the Divisions of Employment Security and Job Development and Training provide to customers with differing responsibilities.

32. 40% CAREER CENTER GRANTS

Additional funding provided to the Service Delivery Areas to encourage the integration of services in career centers and move service delivery toward a One-Stop Career Center System.

33. 40% DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION TRAINING FUND

Additional training funds administered by Department of Elementary and Secondary Education, available statewide to service delivery areas to provide skill training to dislocated workers.

34. AFL/CIO WORKER TRANSITION TEAM PROGRAM

AFL/CIO contracted services to provide information and coordination of services to dislocated workers. This program allows for the establishment of transition teams, which are trained groups of workers that can assist co-workers in the access to workforce development and other community services.

35. CARING COMMUNITIES

Builds creative partnerships to strengthen families, schools, and communities. Five state agencies joined this effort to keep parents working by cutting red tape to make services more convenient and less confusing.

36. CONTRACT JOB READINESS TRAINING

Provides General Equivalency Diploma (GED), job-specific training, and personal development through training contracts.

37. CUSTOMIZED TRAINING PROGRAM

Assists new and expanding employers to recruit and train employees in newly created jobs and helps reduce costs of retraining existing workers as a result of new capital. This service is administered jointly with the Department of Elementary and Secondary Education Vocational Education and Adult Basic Education.

38. DISCRETIONARY GRANT ADMINISTRATION

Allows the drafting, implementation, and administration of grants requested from the U.S. Department of Labor to assist dislocated workers involved in large layoff events. These grants are requested when normal Job Training Partnership Act Title III funds are not adequate to provide necessary services.

39. DIVISION OF FAMILY SERVICES / SERVICE DELIVERY AREA 2 MOBILE LEARNING LAB

Pilot project for rural mobile learning lab.

40. DIVISION OF FAMILY SERVICES JOBS / FUTURES

This service is a referral to classroom occupational training. Assessment and referral by Service Delivery Area's through funding by Division of Family Services available at the Department of Elementary and Secondary Education.

41. DIVISION OF YOUTH SERVICES JOB READINESS / WORK EXPERIENCE PROGRAM

Provides Division of Youth Services students in residential care, community care, or after care with job readiness, work experience, and General Equivalency Diploma (GED) services.

42. ECONOMIC DISLOCATION AND WORKER ADJUSTMENT ASSISTANCE ACT (EDWAA) FORMULA PROGRAMS (WORKER REENTRY PROGRAMS)

This service helps permanently laid-off Missouri workers to reenter the workforce.

43. EXPERIENCED WORKER PROGRAMS TITLE IIA 5% OLDER WORKERS JOB TRAINING PARTNERSHIP ACT

Helps persons 55 and over with limited income, get prepared for and placed in full-time or part-time jobs and to help businesses locate and hire these older, qualified workers.

44. FEDERAL WELFARE-TO-WORK GRANTS

Aids Private Industry Councils in transitional employment assistance to move hard-to-employ Temporary Assistance recipients into jobs offering long-term employment.

45. LITERACY AND LIFELONG LEARNING JOB TRAINING PARTNERSHIP ACT TITLE II-A/C 8%

Assists individuals in enhancing their academic knowledge, work related skills, and increasing their earnings.

46. MISSOURI EMPLOYMENT AND TRAINING PROGRAM (METP)

Provides employment and training services for targeted food stamps recipients who are identified each month by the Division of Family Services. Through an assessment of each participant needs, a determination is made of the most appropriate employment and training activity for enrollment. These services include on-the-job training, classroom vocational training, and basic educational training.

**47. MISSOURI ADULT TRAINING PROGRAMS JOB TRAINING PARTNERSHIP ACT TITLE II-A
(FORMULA ALLOCATION ONLY)**

To provide at a local level a wide range of training activities to improve the long-term employability and earnings of adults.

48. MISSOURI COMMUNITY CAREERS SYSTEM

Assists in the management, implementation, and monitoring of the school-to-work grant with Department of Elementary and Secondary Education.

49. MISSOURI COMMUNITY COLLEGE NEW JOBS TRAINING PROGRAM

Provides education and training at a reduced cost to new or expanding industries for workers employed in newly created jobs in Missouri. Whether the new industries locating in Missouri or an existing industry expanding its workforce the Program can offer the resources necessary to train workers in new jobs – and at a reduced cost to the new or expanding industry. Missouri is one of the few states providing this program to companies.

50. MISSOURI RAPID RESPONSE PROGRAM AND DISLOCATED WORKER UNIT

To help alleviate unemployment and economic distress resulting from business closings or cutbacks, and to facilitate creation of new jobs to replace those lost. The Rapid Response Program offers immediate assistance to those persons associated with plant closings or mass layoffs. As dictated by the reasons for the closings or mass layoffs, various local human services representatives provide information regarding employment training, re-employment information, financial counseling, family counseling, and unemployment benefits.

51. MISSOURI SUMMER YOUTH EMPLOYMENT AND TRAINING PROGRAM

To provide services that enhance the employability of economically disadvantaged youth, ages 14-21, through meaningful work experience, improving their academic skills, learning more about the workforce, gaining work maturity skills, and earning income. This program also encourages school completion and enhances the citizenship skills of youths.

52. MISSOURI WOMEN'S COUNCIL

Contracts for women's training programs that provide General Equivalency Diploma (GED), job specific training, and personal development.

53. MISSOURI WORKFORCE INITIATIVE NETWORKING SYSTEM (WINS) - ONE-STOP CAREER CENTER SYSTEM

Provides resources to link services and education to successful employment and creates linkages of information and services to qualified employees.

54. MISSOURI YOUTH SERVICE AND CONSERVATION CORP

To help Missouri youth gain valuable training, experience, and when needed, remedial education or General Equivalency Diploma (GED) study; and to promote service and conservation benefits to the State and the communities within Missouri.

**55. MISSOURI YOUTH TRAINING PROGRAMS JOB TRAINING PARTNERSHIP ACT TITLE II-C
(FORMULA ALLOCATION ONLY)**

To provide at a local level a wide range of services to improve the long-term employability of youth, encourage school completion or enrollment in alternative educational programs, and assist youth to successfully move from school-to-work.

56. NONTRADITIONAL TRAINING AND EMPLOYMENT FOR WOMEN – JOB TRAINING PARTNERSHIP ACT TITLE II A/C 8%

Promotes, develops, and strengthens local and state programs to serve the employment and training needs of women in nontraditional employment and apprenticeships.

57. SCHOOL-TO-WORK

School-to-work is a federally funded initiative designed to better prepare all youth to enter the workforce by linking students and the education process more closely. Program emphasis involves education, parents, students, business, labor, state agencies, and other interested parties. The System provides statewide framework but depends on community based grassroots efforts to increase students' awareness of workplace opportunities and training for the skills they need to successfully pursue their career goals.

58. SCHOOL-TO-WORK JOB TRAINING PARTNERSHIP ACT (JTPA) TITLE II-A/C 8% STATE EDUCATION COORDINATION AND PROJECTS

Includes sec. 123 activities such as school-to-work, literacy and lifelong learning, nontraditional training, and employment for women, and funding of Missouri youth

59. TASK ORIENTED PROFILING

Provides companies / employers with comprehensive on-site job analyses. By using customized job profiles, companies are able to develop on-the-job training programs that are structured and manageable.

60. TRADE ADJUSTMENT ASSISTANCE (TAA/TIII) DUAL ENROLLMENT GRANT

Assists unemployed workers eligible for both Trade Adjustment Assistance / North American Free Trade Act and Title III Job Training Partnership Act programs. The Trade Adjustment Assistance and Title III Job Training Partnership Act training providers assist each other with minimizing service duplications, provide employment training assistance, and other assistance related to training such as payment for fees, books, and miscellaneous tools, as appropriate for the benefit of the individual. There is much cooperation and exchange of information between the Worker Re-Entry Program, Trade Readjustment Act, and North American Free Trade Agreement. Assessment information, tuition, transportation are evaluated by the agencies involved to determine that individuals are in the most appropriate program for their specific needs.

61. UNIVERSITY OF MISSOURI EXTENSION HOTLINE

This hotline network offers a single point of contact to assist dislocated workers with information, job search assistance, and referral to appropriate agency offering the services desired.

62. WORKER PROFILING

The Missouri Worker Profiling and Re-Employment Services System is designed to identify and assist workers who have filed a claim for unemployment benefits and are most likely to exhaust their claim and remain unemployed. The employment counselors and other employment service providers make available their re-employment expertise to assist the selected individuals in returning to work more quickly than would be the case if unassisted.